

If you really want your staff to excel, you need to make them like what they do. it is common for the western and some eastern people to feel dejected at work, but, there are senses of need in some countries where life is hard. for example, in japan, there is a great focus put on work, as, it is hard to earn there, with money being so hard to get hold of. there is also a subculture of patronage that needs to be observed, as, the people demand to be treated with more dignity than others are treated with because they are the boss, and, this is backed up by a culture that does not protect employees as much, as, the leaders believe in this too. if they let some 'disrespect' others in power, then they would fall too in the eyes of the people, and even though this is true behind closed doors, it is not a common activity that people openly mock their boss. maybe you could call this 'stiffness?'

So, how do we make work fun? if we were to make theme park style data capture, where you pop as many balloons as you feel have been produced, that would get old fast, of course. on the other hand, maybe a few 'pictures' could help? seeing pictures would help people find more enjoyment in their activities, as seeing a piece of machinery and then inputting how much it made would be more fun, of course. but, this is far off from what i want to do...

Now, to fully enjoy your work, you need to feel significant, involved and a decision maker. if you were to attend meetings, you might feel nervous about feeling stupid, so, scrapping meetings and going for a email system for those that do not want to attend meetings might be more productive, although, nothing is as much fun, i suppose, as attending meetings and hearing about what others are doing. on the other hand, there would be more pressure in meetings, in the beginning - i know i was very scared! - and then you might never know what is going on. it is for this reason i advise there be emails instead, maybe grouping them together, so everyone in, for example, production, would receive the same emails addressing each of them separately in tasks and figures.

To make people feel more part of the team, and, coincide this with productivity levels going up, you need to, as i was told, give them 'fancy titles.' i was once told people love their titles as it is like a new name they are given, and, they will feel that that part of the business is theirs, of course. why do they feel this way? well, i would put it down to sounding like the authority one something, that you matter to the business, and, those around you in that field.

Of course, work is dominated by 'communication.' if you don't know what is going on, you cannot implement plans or check plans are working, or, come up with fail safes and emergency plans. that said, there needs to be a lot of communication in each department. this will help them to talk, and, conversely, they will talk personally, relieving stress too. this will be mixing business with pleasure of course. but, i find the main problem with work is that people slack off with their due dates and then rush to complete the task - it is boring not doing anything, and, daydreaming about what you will do after work, and, then, after work, you will worry about what you did not do in work. i find this is the main cause of stress, of course, the best way to design plans is to stagger it through the week, so that, even if you do not need something done that early, it is done, and the employees feel useful and do not day dream as much, and,

not cram all the work into one day before it needs to be completed. then, there is the aspect of 'following things up' where the employees need to be on top of the situation and not leaving it up to other people on the other side of an email or phone call to do - is it your problem, or, your company? if you fail your company, you may be fined or something, yes?

So, how do we make sure these things get done? i reckon the typical office worker does only three pages of work a day, and, that they should be doing about ten at least. what work? well, if you are diligent, you will find work to do, but, this means access is required to delicate materials, yes? through this 'lack of communication' the whole work suffers, so, more authority is required.

Now, to allow more authority, there should first be a summary of their duties for the business, and, they need to write up a report discussing what they understand their obligations and responsibilities are. after that, 'the big boss' must entrust some of the work that gives more authority about what they do to the staff. i know for a fact the general managers sit back and make decisions all day, say for a quarter of the day. the rest of the time even they are sitting back sorting out whose problem it is, yes? this is obvious - by allowing, for example, the human resources more access to 'work related topics,' and they can manage them, then they must do them. this could boost productivity or even awareness of the company no end, as, then they will have more people getting involved, and, the general managers will be less stressed and may continue to read about what they were doing, yes? it is always better to have more people involved as then changes could be made for the betterment of the company, of course.

I have always thought it was a good idea to communicate with the world around you, so, letting your employees scan the net for competition information, or, supplier and customers information could be a good idea - what if they found someone that seeks something that you supply? what if they found a supply of something you seek? a half hour on the net, reading the news and business reports from google searches could supply them with the information they need to excel.

But, how do you goad them into doing this? time off? bonus pay? privileges? there are many ways, but rolling them all into one small package could do the trick, yes? to make them more competitive amongst themselves, they could have 'performance measurements' done onto them, where they compile what they have done today in the last fifteen minutes - hey, i got a new idea!

Not only for performance purposes, but also for casual duties, well, they treat them casually. if you were to ask them to sum up what they have done, with figures to back them up, in the last fifteen minutes of each day, sending these 'figures' or these 'new avenues to discover to the general manager, then they can stay atop all goings on and plan for the next day ahead, of course.

Making work fun is about 'fantasies.' i do not mean sexual fantasies, but rather, for the men, that they are secret agents carrying out covert operations for the bosses. this could be down to helping a friend in need, where they are falling behind with their duties, or, getting a pat on the back from their boss, and, as the ultimate fantasy, time

off from work, of course.

So, people like to fantasize about things outside the work place when they are 'bored,' so why not bring the fantasies inside the work place? they could, if in a factory, go down into production, and then survey how their company is running - do they have an opinion? - i am not saying they should reprimand anyone, as that would be unjust, but maybe they could get a feel for the business at a product level, and, a feeling of belonging to the whole company? if it were a commerce company, they could have semi meetings with each other about things, plotting a way forward, or, collaborating in a plan they want to fly past the boss. this would be fun, if you could introduce a few key ideas.

Which key ideas? how about if they could bring outside life into the work place? this could be down to using who you know to boost the business - can you prove you are talking about something good for business when you phone your outsider friends? can they help the business... everyone has some sort of authority, yes? what if they could phone their pals to discuss deal between the companies they work for? this could be constructive, of course, but it also could be abused.

To make work a game, maybe they could make it a child's game - a real willy warmer? if you were to, upon completing a task, get a 'key' to inspect some of the results you have had that you do not know of, you could study your productivity for the company, where, you could compare last month to his month, and, then 'steal' last month's figures and information from other offices, where you could learn what has happened, and, what you expect to happen could be produced in a cloak and dagger report? this would be called, ascension wars, of course, where, well, everyone wants to get promoted somehow or other, yes?

Maybe there is a way to exploit everyone's need for 'neatness?' i am referring to the desk of the employee - is it neat and tidy? if it is, then they have completed all their work, and, they need more, but if it is messy, they also have not completed all their work, so they need more, yes? the answer to any take on office neatness therefore is that they need more work, but, what is the correct arrangement of papers and things on the desk? i would say one or two pages neatly side by side would be hard to 'fake,' so inspecting their desks every evening before they leave should yield two pages of work that they are busy with.

In any event, if their desks are empty, they have completed all tasks, but, then you could also look at their computer monitors. if that is full, then they have a very good idea of all the things they need to do, yes? this brings to mind a fairly new application called, well, i forget the name, but you may interface with their computers from another terminal, to check what they are doing - maybe this could become cheap and installed from all managers terminals, so they may find out what the employee is working on?

Then, the management could also organize for the employees white boards? these make note exchanges, reminders and quick task check listing much easier, as, people can walk in and write on it or read off of it, of course, and, it is very cheap.

Maybe there could be internet chat rooms set up for servers? it is a lot of fun to chat, and, will surely make work communications much improved. this is because, when you start chatting, it is like a world you can, well, i am unsure of why it is so addictive, but i know of people that sit the whole day in the chat rooms while they should be working, although this is not a huge problem, not even a minor one, as there are hardly any people chatting compared to working. any ways, this will bring the joy of seeing things and having conversations from your office - like being at home? - with others in their homes - you could say it is as enjoyable as a telephone call with a switchboard collect call or whatever you call it. i highly recommend this for all offices, so that work will be fun, as, they will exchange personal dialogue, but there will be logs to show what was said, yet it is a nice way to exchange ideas and information.

With the focus of mine being for fun, how can we make it more fun for the employees of these offices while they work? well, if they were to sing while they work, pretending to be dancing in their seats, then maybe it would be 'more fun?' this would be where they listen to a soft radio for the office, and, maybe rock around their upper bod while they type - this would make it more pleasant to be at their desk and relieve stress too, of course. the singing will blend rhythm with their activities, calling on something from "eurythmy" which is actually for children, yes? you could encourage this, especially for menial jobs in the office that do not call on being alert for phone calls, so, for accounts and data capture at least, this could be the answer.

Opposed to that, maybe 'talk radio' could be used? this would keep them thinking about things they really care about while the boring sounds are on the radio, though. this would therefore be counter productive and, not advised. so, to keep them 'alert,' these sales people, we should have the manager phone them every fifteen minutes, asking for progress reports. or, they could call for a report every twenty minutes for progress on the task, as, that will keep them from dawdling off, of course.

So, we have found that we need to keep many of the staff alert, yes? some may dream off into space, as long as they are working, but, for those that need to be alert, we need to get some sort of 'timer' going. this could be done by having the general manager contact each department, maybe ten phone calls every twenty minutes, and then asking for a progress report. it takes about seven minutes to type out 'a page of reporting,' and summing this up further will keep them exercised and focused on their tasks, as, after all, what are they doing if they have tasks undone and not typing or working on something?

Everyone loves responsibility and power over others, so, maybe there could be some team rotation where different people are put in charge of different things, yet everybody is included, to give people a taste of something to work for? if the manager was to appoint the same people to be in charge all the time of different things, people will get bored - this is evidenced even in industry, where workers circulate and use different machines at times. so, if it works there, and, nobody gets really bored, maybe the roles could be spread out of the staff?

For example, if the data clerk was appointed head of an operation where the company needs all projects collected and summarized, they may do very well for that, and, will have authority over the task, yes? if it was an accountant, they may be

placed in charge of a budget, where they will collect information from their peers and then put it together for the managers, of course.

Rosters could become popular if employees were to report of things throughout the day. there could be, for example, a task list and a deadline for each task. this could be updated to include things that are not complete by deadline carrying a demerit and things ahead of schedule carrying a merit, merits meaning you can go home early, and demerits of course meaning you have to stay late.

But, the nice thing about the roster, if carried out properly, will show where there is extra time to be spent. honestly, if the manager decides that two hours is long enough for a report of some kind, they may stipulate that on the email roster. if the employee cannot write a three quarter page report in two hours, getting their merit points for an hour off sometime in the week - or some other sort of time management scheduled off time - then they may be punished. conversely, if they were to show they can do it in shorter times, earning 'the time off,' or, 'other incentives,' they could have their work load increased, of course. this would allow the management to decrease the stress on themselves through this delegation of work, and, i bet, there will be many cases where they could do more.

As the management realizes their staff can write about seven pages a day, with time to research included, they will look at the two pages they used to do, and, decide there is too little being processed by too many, of course. i am not talking about retrenchments, but, rather expanding their terms of employment to keep them working, of course... yes they do about two pages a day!

This would give plenty of time for 'projects' and 'deductions.' hell, they could learn what others do around the workplace, they could learn what others are doing in the same positions as them, they could do all sorts of work related things. but, the thing that holds them back most is their own laziness, laziness of phoning people back. i mean, if someone gets a call for some figures, they could defer them to the right person to speak to, internally transferring them to the right department with the right figures. instead, they get a request for some information coming in, then go for a walk while they wait for someone to call them back, and then they get a message they don't take, and, viola, wasted time. please bear in mind instead of wasting time, they could be dispatching goods in ten minutes and working on the next order, or something else, instead of getting lost inside their imagination, yes? this would mean, of course, and you can check the order summaries, they are only getting back to their office much later, only to get things moving when the dispatchers are locking up saying it can only be done tomorrow, yes? if they had been there, things would move faster, and, they would have been able to follow that up with all the things they will do the day after tomorrow! of course, this is based on my working experience and what i can imagine, due to, and you can check the phone call times and order logging, their own 'agenda.'

I have given out advice before, and, seen people promoted because they put together projects showing they understand what the business does and 'what they can do for it.' presently, as far as i am aware, they are happy at work, having just received a promotion.

Then, i emailed them illustrating how they could help the management find their place in 'investment circles.' this they are still putting together, but this is not enough to get yet another promotion in a month, so, i have another plan!

If they were to get involved in 'sales,' they could find more customers for the company, yes? this would be as simple as checking the sales team and finding out who their customers are, and, then going to google and finding their competitors, rather easily too. i am betting that many of them, if not all of them, could find more customers for the company, but, there are some things to take into account;

How much does your product cost? how much does moving it around cost? how much does storing it cost? when are the dates they want them, and, who is going to look after it over that side until they collect it? how much does insurance cost? these things need to dominate the process, as, otherwise they, in terrible fashion, might under price the product and be held to it, losing their jobs.

So, if you can find new customers, along with the new investment plans, you might get another rapid promotion, of course. that would be three counts of you taking on the responsibilities of others, and, proving you can do it, and, do it well.

But, that is not all! what if you could find new suppliers? these are the people that sell to your company, to be processed or otherwise sold from you after packaging or other processes for them. can you find a better supplier - cheaper or better quality for the same product? this would see you save the company money, of course, and that looks good for you.

I was watching c.n.n. when wall street closes each day, and, found it was a great source of achievement or other emotions felt when they completed the day and rang the bells. then, there was a huge amount of confetti sprayed around to signal gains in that particular market if there were gains and the market grew, or, if it just was a swell day.

I was thinking now about that effect in the office - wouldn't it be nice if everyone was involved in big orders going out or coming in, and, they could celebrate late 'instead of getting into gridlock?' this would be, at five, when several bottles of champagne would be opened, at the expense of the company - of course, cheap stuff? - if they put together a particularly good day? this would encourage them to do it again, of course.

Has anybody watched "the wolf of wall street?" creating an environment like that, without the strippers, could raise moral no end. did you see the way the staff - even though it was only a movie? - were actually interested in what they were doing? creating an environment like that maybe be achieved by deducting ten percent from

their monthly pay and letting them earn commission? this would be rather a moderate amount of work to get that ten percent back, but, the better they do, the better the business does, of course.

Working with commission is the only way to get them really interested in their jobs. i had a theory a while ago about getting them to turn over ten percent more for the business, then getting about two percent of that ten percent paid to them personally? this would motivate them completely, and, they would be more interested in their jobs too.

So, boredom is the enemy of the office worker, while bonuses are the bane of boredom. this means that if you keep them busy, they will most probably increase their productivity as well.

If we were to look at 'personalized lifestyles' around the office, we would have to look at what they do at the beach to try to make them feel at home at work - in fact, if you could find a way to keep them at the office, they would no doubt be working more, yes? this could be down to having each company in the city pitch to each other... let me explain?

If every person in your office was to take it upon themselves to visit their customers, regularly, in some way or form, even if it is just good news, they would feel more involved in their own job, yes? this should happen once a week in the c.b.d. where they could go across the street to talk business or even try to sell something, promoting the company or doing something work related outside the office.

As soon as they get into this mode of thinking where they work outside the office, they might carry this line of thinking over to their home life as well, bringing business into their homes, not stressful stuff, just thinking about work and becoming obsessed with their new peers and what they can do to get what they want from them, of course - maybe obsessed is a strong word to use, but, by observing how some of my messages and work ethics have been going, maybe it is not a unrealistic goal?

Another example of bringing fantasy into the office is to maybe have your staff plan 'a business trip?' this would be where they choose the destination they want to travel to to meet with people they would have workshops with or even on business. this would set the company you work for up a more trained staff member, a better relationship with the customers and other things you can surely think of.

The trick here is to tell them they can go on a business trip if they can stipulate why it would be better for the company? if they were to spend an hour looking at flight prices, then at locations to see, then at businesses and functions in the city, and then at exchange rates, they could roll that and a whole lot more into a project showing why the business wants them to go on the trip.

This will result in a thorough investigation of those markets and production lines and even exchange rates, goading them into researching where the cheapest suppliers are, for example, yes?

You have no doubt heard me saying, previously, that a great source of satisfaction at work is to read through 'the job mail' to see where you could be working, and then dream about being there, yes? this is like a fantasy - the ultimate thing to do at work - that occupies your time while you should be working, but, it keeps you healthy and fit for work too. how? well, if you dream up new ways to do things for your new boss, you can pretend to be doing those things while you work for your fantasy boss in the tight skirt or smart suite, yes?

But it doesn't need to end there. if you were to allow staff to discuss their fantasies, they will learn what to look for in a new job by this exchange of ideas. if the whole pool was talking about - get this, work! - then they will no doubt try to take these fantasies out of their imaginations and try to manifest them in their work. then, they might even phone over to other companies to hear about the job, and compare them to their present working conditions, finding pros and cons in all positions. this will mix fantasy with a previously boring reality, and, only good things can happen with people fantasizing about work while at work, and enjoying themselves any way they want after hours.

To 'make it more enjoyable to work,' you should try to get staff members to sync their activities to compliment each other, into a project for each task, yes? this would be where they pay so little attention to their own project contribution the first time around, but then they need to look at other's contribution and then fix their side up so it looks like the highest quality of the contributions, including the managers. this of course means that if the manager does not pay attention, then they will be setting a bad example and deserve 'the grade' they get back.

Some of you may say that this will take a great deal of time, yes? well, no offence, but the way work works, to this day, so far, is that a typical employee will only spend about two hours of their day actually working producing plans and checking things, okay? this you can check - about four pages of work a day - this does not show involvement in the work, so they may as well either be at home or getting paid the sum of their work, of course.

Now, to maximise the amount of work, you should have them read each other's work and sync it, like i said. if they were to take care in what their friends do, they will care more about how they compliment them. if they pay attention to what the people they do not like do, then they will learn to be critical. complimentary and critical... applying these standards to their own work, which will be pushed by the rest of the staff, or, the manager at least, will result in positive changes, of course.